Superintendents' Webcast
August 5, 2014

(E-mail questions to maryann.miller@education.ky.gov)

2014 Superintendents' Summit

Capital Plaza Hotel
September 11, 2014
9:00 a.m. – 3:00 p.m. ET
Registration begins at 8:00 a.m. ET
(Watch for registration link in Monday Superintendent E-mail and Fast Five on Friday)

Summit Agenda Topics

➢ Unbridled Learning/Assessment and where we go from here

➢ Best Practices and Kentucky School Districts

➢ Teacher, Principal and Superintendent Professional Growth and Effectiveness Systems

➢ Q & A with Commissioner Holliday

Answer Questions 1, 2 and 3 of the interactive survey poll.

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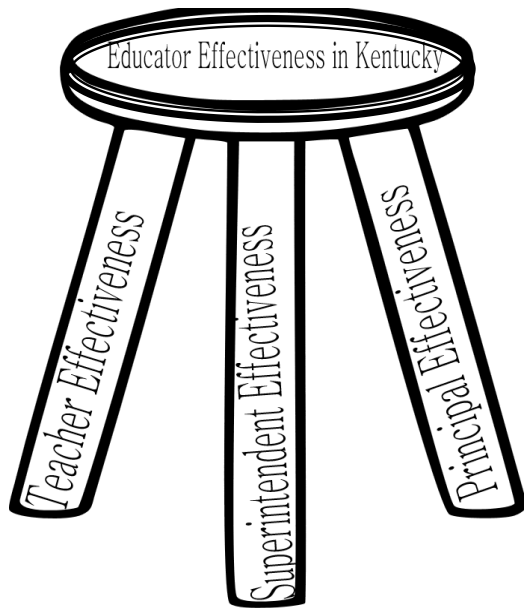### http://app.gosoapbox.com/
Access Code: kde

Superintendent
# Professional Growth and Effectiveness
System

Superintendent Professional Growth and Effectiveness System (SPGES)

➢ Professional Growth and Effectiveness System for Kentucky superintendents based on common, clearly defined standards

➢A companion system complimenting the Teacher and Principal Professional Growth and Effectiveness Systems

➢A system to drive a model of professional growth and learning for all Kentucky educators
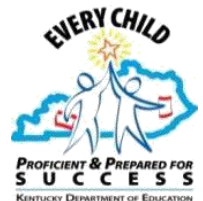
History of the Development of Superintendent PGES

➢ Commissioner Holliday's meeting with Superintendent Advisory Council Spring 2013

➢ Discussion of urgency to improve transparency and effectiveness in superintendent evaluations across Kentucky

➢ Superintendent Advisory Council (SAC) recommendations for incorporation of three specific components (delivery targets, resource/support systems and facilities and resources) into current evaluation process across Kentucky, uploading of assurances into ASSIST and development of new superintendent effectiveness system by December 2014

Future of Superintendent Evaluation Report for ASSIST

➤ At the recommendation of the SPGES Steering Committee, the Superintendent Evaluation Report for ASSIST will become an annual component of the Comprehensive District Improvement Plan titled "**Superintendent Assurances**."

➤ This annual process will capture the same superintendent/board conversations.

➤ Training and support material development for Kentucky superintendents is currently underway.

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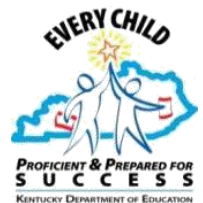
Development of Next-Generation Superintendent Effectiveness System

➢ KDE created the Next-Generation Superintendent Effectiveness System Steering Committee (NxGESSESC) in August 2013 with the charge to create a new superintendent effectiveness system. The membership was as follows:

- Terri Cox-Cruey, Superintendent, Kenton County Schools
- Jim Evans, Superintendent, Lee County Schools
- Bob Rogers, Superintendent, Murray Independent Schools
- Owens Saylor, Superintendent, Daviess County Schools
- Henry Webb, Superintendent, Floyd County Schools
- Wayne Young, Kentucky Association of School Administrators
- Rhonda Caldwell, Kentucky Association of School Administrators
- Lu Young, Fayette County Schools
- Wilson Sears, Kentucky Association of School Superintendents
- David Baird, Kentucky School Boards Association
- Kerri Schelling, Kentucky School Boards Association
- Dianne Mackey, Daviess County Local School Board Member
- Jo Sabol, West Point Independent Local School Board Member
- George Wilson, Green River Regional Educational Cooperative
- Robert Brown, Education Professional Standards Board
- Bob King, Council on Postsecondary Education
- Tommy Floyd, Chief of Staff, Kentucky Department of Education

Charge to Next-Generation Superintendent Effectiveness System Steering Committee

Utilize the existing work of the new superintendent on-boarding process:

➤ The original design team for Kentucky Association of School Administrators (KASA) New Superintendent Training Standards and Indicators conducted a crosswalk of existing superintendent-related standards:

- **North Carolina Standards for Superintendents** (2007)
- **The Mid-Continent Research for Education and Learning's (McRel)** *School district leadership that works: the effect of superintendent leadership on student achievement* (2006)
- **ISLLC Standards** – Educational leadership policy standards as adopted by the National Policy Board for Educational Administration (NPBEA)
- **The Kentucky School Boards Association's (KSBA) Performance Planning and Review for Superintendent Evaluation**
- **AdvancEd's Standards for Quality School Systems**

➤ The resulting **Pilot Kentucky Next-Generation Superintendent Effectiveness Standards** represent a synthesis of those competencies and skills found across these key bodies of work organized around seven leadership performance standards.

Next-Generation Superintendent Effectiveness System Steering Committee

➢ **Products and recommendations to Kentucky Board of Education on April 9, 2014 that were supported by the board:**

- Formative Superintendent Leadership Plan (SLP) document
- Summative SPGES document for collection of reflections
- Rubric for a locally-developed tool/document
- Located at: http://education.ky.gov/teachers/PGES/SPGES/Pages/Early-Info.aspx
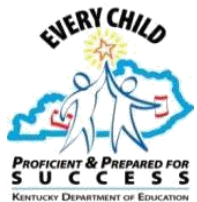
Superintendent PGES Example Process

➢ Using the Superintendent Leadership Plan (SLP) – Superintendent conducts self-assessment and reflects on standards and indicators vs. his/her own performance levels

➢ Individual board members use SLP to reflect on superintendent progress on standards and indicators vs. performance levels (also consider previous areas of emphasis on earlier evaluations with experienced superintendents)

➢ Entire board and superintendent meet to discuss individual reflection/assessment results – (Some boards may prefer that results are compiled by board chair or board attorney and then discussed with superintendent.)

➢ Board and superintendent collectively develop area(s) of emphasis for professional growth plan (PGP)

Superintendent PGES Example Process (Cont'd)

- Superintendent undertakes professional growth plan (PGP) and begins to collect and retain evidence toward area(s) of emphasis (standards) identified in the PGP

- Superintendent shares collected evidences with board throughout year to demonstrate efforts toward increased competencies in area(s) of emphasis

- Board considers and incorporates submitted superintendent evidences into superintendent annual performance evaluation using SPGES summative document (according to district timeline)

- Board collectively determines superintendent performance levels in established areas of emphasis for annual evaluation

Explanation of Rubric for Locally-Developed Tool

➢ **At a minimum, a locally-developed system will:**

- Include a formative document (superintendent leadership plan) and a summative document
- Be clearly established on and aligned to research-based, common standards (i.e., steering committee work equivalence)
- Allow for a competency/growth model (i.e., steering committee work equivalence)
- Include performance-based, non-numerical, superintendent performance levels (i.e., steering committee work equivalence)

Explanation of Rubric for Locally-Developed Tool (Cont'd)

➢ **At a minimum, the locally-developed format will:**

- Allow opportunities for superintendent-provided evidence in standards of emphasis
- Support superintendent self-reflection and self-evaluation process
- Support superintendent/board collaborative identification of standards for emphasis
- Establish clear growth goals in targeted area(s) for superintendent evidences

SPGES Timeline

➢ **July 2014** – Letter went out to districts on preference for using steering committee documents or developing locally-aligned system for 2015-16

➢ **December 2014** – Districts to notify department of choice of SPGES or locally-developed system for 2015-16

➢ **2014-15** – SPGES statewide pilot (KDE asking all districts to become familiar with materials)

➢ **2015-16** – SPGES statewide implementation

Next Steps…

- ➤ Continued collaboration with:
- ▪ **Kentucky School Boards Association**
  - ✓ Coordination of school board member training on the process and its implementation
- ▪ **Kentucky Association of School Superintendents**
  - ✓ Ongoing professional development for existing superintendents through feedback
- ▪ **Kentucky Association of School Administrators**
  - ✓ Coordination of process feedback with new superintendent training and experienced superintendent needs
- ▪ **Council on Postsecondary Education and Education Professional Standards Board**
  - ✓ Coordination on areas of emphasis based on feedback

Answer Questions 4, 5 and 6 of the interactive survey poll.

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Unbridled Learning College/Career-Readiness for All Accountability Model Survey

Schedule for Accountability Model Feedback

➢ Commissioner's Advisory Groups

➢ Online public survey July 30-August 20

https://www.surveymonkey.com/s/UnbridledLearning

➢ Discussed at Superintendent Summit Sept. 11

➢ Recommendations to KBE in October

- ➢ Kicks off later this month
- ➢ Read standards (if not familiar with them) and provide specific feedback
- ➢ Two main purposes:
  - increase awareness and understanding
  - solicit actionable feedback on English/language arts and mathematics standards adopted in 2010 as part of KDE's regular review process
- ➢ **<u>NOT</u>** a referendum on standards; general comments not considered, only those specifically tied to a standard

UNBRIDLED LEARNING

EVERY CHILD

PROFICIENT & PREPARED FOR
S U C C E S S
KENTUCKY DEPARTMENT OF EDUCATION

- Online application open through March 2015
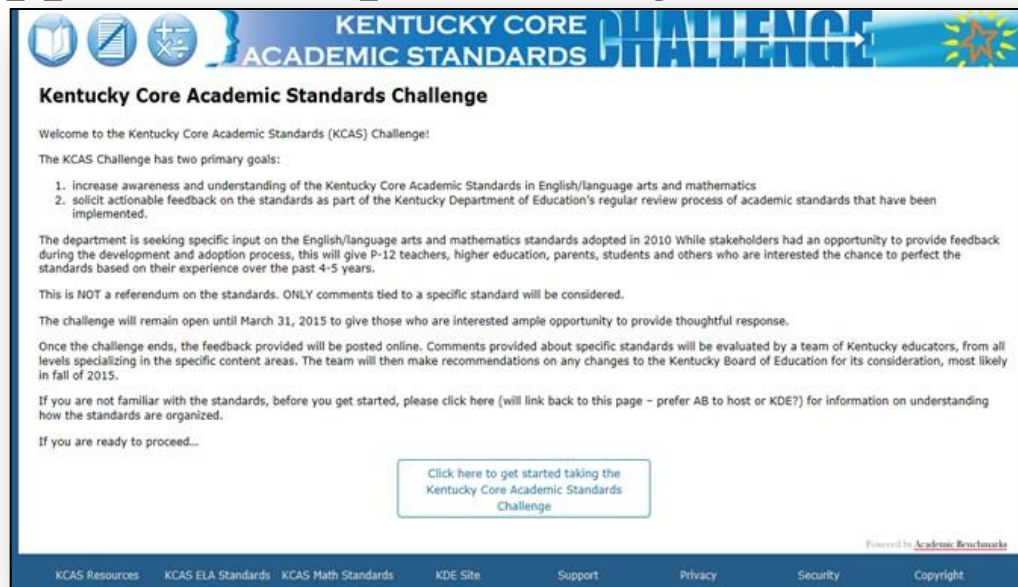
- Once application is closed, comments to be posted, evaluated by Kentucky educators, and recommendations for any changes made to KBE

Answer Questions 7 and 8 of the interactive survey poll.

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Finance Report Card

Why a Finance Report Card?

➢ **Displays key financial indicators in one place**

✓ **transparency of data**

➢ **Identifies areas of improved fiscal management**

✓ **best practices**

➢ **Provides focus on data**

✓ **effective leadership**

Financial Summary

Key financial indicators are listed below, including a three-year percentage change utilizing the 2011-2012 school year as a base.
All data has been validated by the district. Descriptions, data sources, and calculations are listed in the Glossary.
Rank Order indicates the relative value for a district among 173 districts, from the highest (1) to lowest (173) value for School Report Card Year selected.
Orange highlight indicates a potential area of concern that a district should monitor closely, such as a decrease over the past 3 years. See the data element definitions for specifics.

Last Updated Date: 07/10/2014

Financial Key Indicators	2011 - 2012		2012 - 2013		2013 - 2014			3-Year Change	
	District	State	District	State	District	State	Rank Order	District	State
SEEK Average Daily Attendance (SEEK ADA)	2,268.99	594,262.48	2,331.88	595,717.33	2,365.89	599,412.89	74	4.3%	0.9%
Average Daily Membership (ADM)	2,482.98	650,469.91	2,551.91	653,739.65	2,582.52	655,239.45	73	4.0%	0.7%
Average Daily Attendance (ADA) no adjustments	2,359.19	616,514.97	2,419.25	618,623.23	2,460.73	621,861.50	73	4.3%	0.9%
Fund Balance	$1,540,549	$780,415,173	$1,517,903	$763,306,497					
Fund Balance Percentage	9.59%	16.79%	8.38%	16.17%					
4% or Above Adopted Rate	Yes		Yes		Yes				
FTE Certified Staff	208.0	51,277.5	205.0	50,986.9	202.0	50,360.4	71	-2.9%	-1.8%
FTE Certified Staff - Teachers	171.0	43,393.8	170.0	42,943.2	166.0	41,863.0	74	-2.9%	-3.5%
FTE Classified Staff	188.9	47,788.2	180.7	46,826.5	171.0	45,984.5	82	-9.5%	-3.8%
Percent of Salaries and Benefits to Total Expenditures	86.00%	85.93%	82.25%	86.54%					
Bonding Capacity to Revenue Ratio			5.69	7.46					

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"Examine the Orange"

Financial Indicator	Orange indicates
SEEK Average Daily Attendance (SEEK ADA)	decrease in district's SEEK ADA over 3 years
Average Daily Membership (ADM)	decrease in district's ADM over 3 years
Fund Balance	decrease in district's Fund Balance over 3 years
Fund Balance Percentage	less than 2% Fund Balance Percentage was available for the specific year
4% or Above Adopted Rate	did not maximize local tax effort to be 4% or above the adopted rate for the specific year
Percent of Salaries and Benefits to Total Expenditures	ratio was greater than state average for the specific year

Next Steps

➤ District Finance Officers complete review of the data and prepare responses

➤ School Report Card roll-out in late September

➤ Audited financial data for SY 2013-2014 to be loaded in March 2015

Answer Question 9 of the interactive survey poll.

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Intervention Tab

Required Users

- All ESS entry
- All high school seniors not meeting CCR benchmarks on the junior year ACT
- All 3rd Year Needs Improvement Schools
- All Read to Achieve students
- All Mathematics Achievement Fund students

Entering Intervention Data

Path: Student Information >PLP >General >Intervention

Demo from Campus training site

Data Standard   Materials Reference Sheet

April Pieper

Custom Reports

➢ The following custom reports will be available to run from the Intervention Tab:

- Benchmark Report
  - All students with benchmark scores and needed intervention content areas
  - Can be pulled for an entire school or a particular grade level
- Individual Student Report

Questions?

➤ Contact April Pieper

- April.pieper@education.ky.gov
- 502-564-4970, ext. 4519

Answer Question 10 of the interactive survey poll.

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Miscellaneous Items for Your Attention

Gap Diagnostic in ASSIST

➢ Pursuant to [KRS 158.649,](#) reporting requirements for Achievement gap shall be October 1 of each year. This report will be completed through ASSIST beginning August 4, 2014 with a required submission date of October 1, 2014. The task will require schools to complete a short diagnostic that addresses achievement gap by updating their GAP goals in ASSIST.

➢ The principal shall convene a public meeting to present and discuss the plan for closing the achievement gap prior to the submission to the superintendent and local board for review. The local board of education shall review, in a public meeting, the portion of each school's Comprehensive School Improvement Plan (CSIP) addressing the activities and schedule to reduce achievement gaps if a district has more than 20 schools.

➢ Instructional guidance for the completion of this work is forthcoming and will be posted prior to the August 4, 2014 start date.

➢ For questions, contact [ginger.kinnard@education.ky.gov.](mailto:ginger.kinnard@education.ky.gov)

Kentucky Continuous Improvement Summit: Focusing on Best Practice to Close the Achievement Gap

➢ **When & Where:** September 22nd and 23rd, Lexington Convention Center
➢ **Goals of the Summit**
  ▪ Help build school and district capacity to effectively plan and implement improvement initiatives targeting student achievement and the conditions that support learning
  ▪ Recognize school leaders who have been successful in significantly improving student performance results
  ▪ Provide guidance for school and system leaders in using recently updated ASSIST tools to create, manage and evaluate all phases of school and system improvement planning
  ▪ Keynote speaker Principal Kafele
  ▪ Register via e-mail with Betsy Hehr at:
      ehehr@advanc-ed.org
      $150 if registered by September 8
      #KYCIS2014

On Track for Success: Each Student College and Career Ready 26th Annual National Dropout Prevention Network Conference

➢ **When & Where:** November 2-5, Galt House Hotel, Louisville, KY

➢ **Conference Strands:** Literacy, School Climate, College and Career Pathways, Leadership, Student Support Services and Intervention, At-Risk Students, Alternative Pathways

➢ **Registration:** http://www.dropoutprevention.org/

➢ For questions regarding the conference, contact sherri.clusky@kde.education.ky.gov.

Answer Questions 11-15 of the interactive survey poll.

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Questions?

E-mail
maryann.miller@education.ky.gov